



General Assembly

Substitute Bill No. 5464

January Session, 2011

* _____HB05464LABGAE022511_____ *

AN ACT CONCERNING STATE EMPLOYEES AND VIOLENCE AND BULLYING IN THE WORKPLACE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 4a-2a of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective from passage*):

3 (a) As used in this section:

4 (1) "Abusive conduct" means conduct or a single act of a state
5 employee in the workplace that is performed with malice and is
6 unrelated to the state's legitimate interest that a reasonable person
7 would find hostile or offensive considering the severity, nature and
8 frequency of the conduct or the severity and egregiousness of the
9 single act. Abusive conduct includes, but is not limited to, (A) repeated
10 infliction of verbal abuse such as the use of derogatory remarks, insults
11 and epithets; (B) verbal or physical conduct that a reasonable person
12 would find threatening, intimidating or humiliating; or (C) sabotaging
13 or undermining a person's work performance; and

14 (2) "State employee" means any employee in the executive,
15 legislative or judicial branch of state government, but does not include
16 contractors, subcontractors or vendors of the state.

17 (b) For the fiscal year ending June 30, 1999, and each fiscal year

18 thereafter, the Commissioner of Administrative Services, in
 19 consultation with the Commissioner of Mental Health and Addiction
 20 Services and the Commissioner of Public Safety, shall, within the limits
 21 of available appropriations, provide an appropriate program of
 22 workplace stress and violence awareness, prevention and
 23 preparedness for state employees.

24 (c) On or before January 1, 2012, and annually thereafter, the
 25 Commissioner of Administrative Services shall submit a report, in
 26 accordance with the provisions of section 11-4a, to the Governor and
 27 the joint standing committee of the General Assembly having
 28 cognizance of matters relating to labor summarizing the number of
 29 complaints of workplace violence or abusive conduct involving state
 30 employees and the outcomes of such complaints for the preceding
 31 year. Such report shall include recommendations for administrative or
 32 legislative action related to such complaints.

33 Sec. 2. (*Effective from passage*) On or before January 1, 2012, the
 34 Commissioner of Administrative Services, or the commissioner's
 35 designee, in consultation with the Commissioners of Public Safety,
 36 Public Works and Mental Health and Addiction Services, or their
 37 designees, shall, within existing budgetary resources, establish policies
 38 and procedures for preventing, reporting, evaluating and investigating
 39 complaints of abusive conduct occurring in the workplace between
 40 state employees.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	4a-2a
Sec. 2	<i>from passage</i>	New section

LAB *Joint Favorable Subst. C/R*

GAE